



**Statement Regarding Report “Equity in the Hiring of McGill Academic Staff: An Investigation”
From the Office of the SSMU Vice-President, University Affairs**

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Following concerns raised by students and staff regarding the state of equity at McGill University, the Students' Society of McGill University (SSMU) hired researchers to examine employment equity practices at the University. The resulting report, *Equity in the Hiring of McGill Academic Staff: An Investigation*, illustrates and assesses McGill's existing structure for academic hires, examines how employment equity is pursued at other Canadian universities, and provides recommendations to improve equitable hiring at McGill. The evidence indicates that the state of equity at McGill is abysmal, and the SSMU is calling on the university to remedy this situation through immediate action.

Since the adoption of the University's Employment Equity Policy in 2007, the percentage of employees that identify as Aboriginal and people with disabilities has declined. The percentage of employees that identify as women, ethnic minorities, and visible minorities has increased marginally at 1%, 0.9%, and 0.8%, respectively. While the Policy mandates the collection of data around employees with minority gender identities or sexualities, McGill still has yet to implement this tracking measure.

The Report identifies several points of concern that contribute to inequitable hiring at McGill, including, most significantly, a lack of leadership, formalized practice, and transparency from the upper administration in regards to employment equity. This lack of commitment at the highest level affects departments and faculties across the University, contributing to an absence of equity training for those involved in academic hires; a lack of resources, infrastructure and technology to implement employment equity; and the persistence of institutional and departmental cultures that further impede this implementation. Furthermore, the evidence indicates that under-representation at the faculty level negatively impacts other members of minority groups in the McGill community, particularly students.

Peer institutions, including members of the U15, have taken significant steps towards implementing employment equity. This includes establishing staff and offices that play collaborative roles in decision-making and upholding policies; developing clear and measurable employment equity plans; and allocating resources to achieve equity goals. McGill lags behind considerably on all of these fronts.

McGill University prides itself on its diversity and professes a commitment to “integrity, responsibility, equity and inclusiveness” in its Mission and Principles. In light of this pledge, the University's inaction on Employment Equity is inexcusable. The SSMU is calling on McGill to actively embrace a leadership role in addressing historical and ongoing inequities in academic employment, and to work with staff, students, unions, and particularly members of minority groups in order to succeed in this mandate

Chloe Rourke
SSMU Vice-President (University Affairs)